



The Solutions Network

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Rochester, New York

## Getting Along Leads to Success

What is required for organizations to  
get along with each other?

# Requirements

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- Must have common goals
- Must have common motivation
- Must have common communication/understanding

# Goal

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- In the ideal situation all individuals would have the same goals.
- In the real world all individuals have their personal goals which effect the organizational goal.

# Motivation

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- In the ideal situation, all the motivating forces would be the same, causing everyone to work in the same direction at the same time.
- In the real world each individual has external motivating forces which drives the group in different direction.

# Communication

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- In the ideal situation when an individual spoke everyone would understand the communication exactly as the individual meant it.
- In the real world, seldom is there a total understanding of the communication. The sender does not send the message intended and the receiver does not hear the message as intended.

# Solution

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- Realize the existence of the different goals and utilize the differences to your advantage by changing/modifying goals.

# Solution

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- Understanding the individuals motivation.
- Utilize it for the common good.
- Change the importance of the individuals external motivational forces.

# Solution

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- Good communication.
- Understand the message you are sending.
- Restate what you hear and how you understand it.
- Make the appropriate adjustment to the message.